

# Trunkline

The magazine for Woodside people | Q1 2020



Woodside

Staying safe, working together	4
Supporting communities	5
Teamwork delivers	6
Step forward for Sangomar	7
Browse briefings	8
From producer to processor	9
Setting a smart PACE	10



FUSE lights way	11
From apprentice to master	12-13
Power partnership	14
Driving digital success	15
A day in the life of a . . . business resilience manager	16-17



**On the cover**

Marine life: From pearler to LNG tanker, Ryan Cobb has journeyed long and far across many oceans to become Australia's first Indigenous master mariner.

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National honour for 'significant service'	18
'Legends' endorse reserves upgrade	19
Vanessa takes top award/Engineering change	20
Protecting a diverse workforce	21
Women on the frontline	22
Class action/Unleashing potential	23



Eye of the storm	24
Helping hands	25
Ocean art/Sail away	26
Artist for all seasons	27
Random Discoveries	28-30
Final Frame	31

**The** current unprecedented challenges of COVID-19, plus oil's current supply and demand imbalance, requires Woodside examine the way it works and the timetables it has set.

Our priority is to keep each other safe while also protecting our stakeholders and the communities where we operate.

And we need to demonstrate agility, teamwork and ingenuity to get through these extraordinary times such as the temporary roster initiated for operations personnel.

In March, the company announced some tough decisions. For example, we will delay targeted final investment decisions on the Scarborough, Pluto Train 2 and Browse projects.

**Clarifications**

Some photographs in this edition were taken before physical distancing measures were introduced to manage the risk of exposure to COVID-19. In Trunkline's Q4 2019 edition, in the article "Unlocking Scarborough's potential", a sentence referring to a full wave inversion (FWI) project on seismic data from Myanmar should have read: This early work set the scene for the application last year of FWI to the Scarborough 3D dataset of 2004, where Woodside worked with a range of providers.

**Notes on Petroleum Resource Estimates:** All petroleum resource estimates in this publication are to be read in conjunction with the Reserves Statement in Woodside's most recent annual report, as updated by subsequent ASX announcements available at <http://www.woodside.com.au/Investors-Media/Announcements>. This publication may contain forward-looking statements that are subject to risk factors associated with oil and gas businesses.

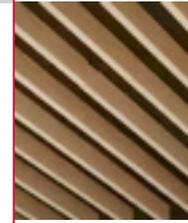
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Importantly, deliveries to customers continue, and LNG and oil production have not reduced.

Moreover, chief executive officer Peter Coleman has reiterated that Woodside is in a sound financial position and that progress on some important growth projects will continue.

The CEO also notes that as a supplier of essential services, the company has an important role to play in supporting current economic stability and the ensuing economic recovery.

Woodside and its people have the resilience and initiative to survive these tough times and prosper when the outlook improves. Read on for examples of what we are achieving.



# Staying **safe,** working **together**

**COVID-19** has created unprecedented challenges for Woodside - challenges Woodside has risen to, in a response effort like none other.

During this time our workforce has shown what true resilience and teamwork is, says remote operations manager Jamie Huthwaite, who has been at the forefront of crisis incident coordination for Woodside's COVID-19 response.

"Our response effort has involved many people from different parts of the business, all working together and dedicating countless hours to ensure we protect our workforce and the communities in which we operate, while continuing the critical supply of gas to Western Australia," Jamie says.

Deb Morrow agrees.

"It's been a whole-of-Woodside approach," remarks Deb, vice president Health, Safety, Environment and Quality.

"I'm so proud of the rapid and respectful way teams have ensured we keep people at the heart of our response, while addressing government and public

health requirements and maintaining critical business as usual activities."

Woodside's robust crisis management process meant the business could get on the front foot in terms of setting up our prevention, preparedness and response approach for our people located in Perth, on the Burrup Peninsula, offshore and overseas.

Despite the challenges, Woodside's workforce has reacted positively to the changes made necessary by the coronavirus.

Our new way of working includes flexible working from home (WFH) arrangements, which Digital has played an important role in supporting.

Chief digital officer Shelley Kalms says Digital's previous work to transition Woodside to the cloud and roll out of various remote working technologies has ensured productivity and delivery can be continued from any location.

"The backdrop has been the technology," Shelley says.

"Some out-of-the-box thinking has helped ensure Woodsiders can continue

to work and access support similar to if they were on site.

"For example, a virtual TechZone has been created to replace the walk-up desk and this has allowed Woodsiders continued access to technical support."

Woodside has also been working closely with its supplier and contractors on measures to mitigate impacts on their businesses and their employees.

"We acknowledge the broader social and economic impacts from the current COVID-19 situation," says Jamie.

"We strongly value the relationships we have with our suppliers as they play a critical role in supporting our operations."

The company also has taken a number of steps to support the wider community, including the establishment of a \$10 million COVID-19 Community Fund (see opposite page).

"The situation continues to evolve we will remain committed to getting through COVID-19 together with our people, suppliers and community," says Jamie.



Safety focus: Woodside's response to the COVID-19 pandemic is focused on ensuring the protection of the workforce and communities in which we operate, while continuing the critical supply of gas.



Help needed: Clockwise, Lorna MacGregor of Lifeline WA, says Woodside's support will enable her organisation to keep connected. Nic Marchesi of Orange Sky Australia shows CEO Peter Coleman the fit-out of one of the two vans funded by Woodside. Foodbank WA's Greg Hebble says it's heartbreaking to see the increase in people needing support during the coronavirus pandemic.

# Supporting communities

**Four** organisations that deliver essential services to the West Australian community were the first beneficiaries of Woodside's \$10 million COVID-19 Community Fund.

The Community Fund, established to help alleviate the impacts caused by the coronavirus in communities where Woodside is active, will be supplemented by a dollar-matching employee donation initiative.

The first beneficiaries were Foodbank WA, Lifeline WA, Orange Sky Australia and the Salvation Army in Karratha, which are experiencing increased demand for their services and are forecast to continue doing so in the future.

Woodside has a long history of partnering with community organisations (see page 25) and in March chief executive officer Peter Coleman explained the reasoning for the establishment of the new fund.

"At a time when our society faces heightened stress and anxiety, it is really important that the grassroots organisations that support people through tough times have the resources that are needed to help hold our community together," the CEO said.

"We applaud Governments for acting on this but businesses, where they can, also need to step up and work with the community sector to understand what is needed to get us all through these challenging times."

Foodbank CEO Greg Hebble welcomed the initiative.

"It's heartbreaking to see the steep increase in the number of people needing help during the COVID-19 pandemic," Greg said.

"We are using our grant from the Woodside COVID-19 Community Fund to change the way that we work so we can continue to provide food to those in crisis while keeping everybody safe.

"We are extremely grateful to have the support of Woodside so that we can continue to provide an essential service to WA in the face of the COVID-19 crisis."

Lifeline WA reported that more than 20% of calls received related to coronavirus.

Lifeline CEO Lorna MacGregor described its contribution from Woodside as "fantastic support" and said it would enable the organisation to keep connected.

"Many people are stressed and anxious about the impact COVID-19 is having on their lives and sometimes it helps to know that someone is listening and can provide support to deal with the changes," Lorna said.

"We are grateful for the support from Woodside. Every dollar helps us to save lives."

Last year, Woodside announced a

three-year partnership with Orange Sky Australia – a not-for-profit organisation that provides free laundry, safe hot showers and genuine and non-judgmental conversations to the homeless.

Extra funding from the Community Fund has now enabled Orange Sky to maintain its second van on Perth's streets.

The funding prompted Orange Sky co-founder Nic Marchesi to post on social media: "We are so proud and so thankful to have supporters that enable our mission of positively connecting communities to happen."

Annalisa Grubisa, senior manager communities, says Woodside is continuing to work with community stakeholders and local authorities to identify ways to respond to other areas of need.

"As part of the Community Fund, we are seeking applications from not-for-profit organisations to address critical needs in the Western Australian communities where we are active," Annalisa explains.

Funding applications can be made through the online portal on the Woodside website.

Annalisa says the company continues to work with regional and international locations to ensure specific needs are catered for.



Angel work: Project manager Neil McKay, second from left, reviews tie-in locations for the Lambert Deep process pipework with the Angel operations team.

# Teamwork delivers

**Keeping** Karratha Gas Plant (KGP) full is a major goal of the North West Shelf Joint Venture (NWSJV), and Greater Western Flank (GWF-3), including Lambert Deep, is helping meet this objective.

Which is why the GWF-3 final investment decision (FID) taken in Q1 is an important milestone.

GWF-3 comprises four wells tied back to two different NWS facilities.

Three wells will be tied back to the Goodwyn facility via existing GWF-1 subsea infrastructure, and the fourth well to the Angel facility, some 15 km away.

“Several factors enabled an acceleration of the combined concept definition and front-end engineering design (FEED) phases completed between March and October last year, in turn creating an excellent opportunity to accelerate ready for start-up (RFSU) to Q3 2022,” explains project manager Neil McKay.

“Because the project comprises scopes for Subsea and Pipelines, Drilling and Completions, Reservoir Management and brownfields modification, it was ideally suited for execution by the integrated project program (IPP) team.”

IPP general manager Darren Ross says: “2019 was a critical year in IPP to support the base business of our existing

operating assets - specifically bringing new gas developments across three different joint venture partners to FID all at the same time.

“The GWF-3 team delivered in 12 months what has traditionally taken similar opportunities 18-24 months to achieve.

“By doing so, they delivered direct commercial benefits and earlier cashflow which will support our future growth ambitions.”

Darren notes it took a lot of collaborative engagement with the NWSJV participants and the business unit to ensure that a different approach to the contract strategy could de-risk the project while also reducing costs, and improving both HSEQ and schedule.

“The collective Woodside team did an outstanding job,” he says.

Technip FMC (TFMC) was the incumbent subsea hardware supplier in the Goodwyn field and was also selected to provide the GWF-3 subsea system.

“There are brownfields modification scopes to be conducted on the Angel platform and TFMC has been awarded the contract to provide these services too,” says Neil.

Jakob Sedic, subsea and brownfields delivery manager, notes that a first

for Woodside was the awarding of a combined subsea and brownfields engineering procurement construction and installation (EPCI) contract for the whole scope.

“This has simplified interfaces, reduced contractual risks and enabled the team to target RFSUs within 30 months from FID,” Jakob explains.

An added benefit of the project is the extension of the use of the Angel platform, significantly delaying the end-of-field life and subsequent decommissioning.

Neil says GWF-3 is considered a robust investment and the team worked hard to deliver FID.

“We are out of the blocks with all of the major contracts awarded and in a great position to repeat the pre-FID successes on the way to RFSU,” he says.

Michael Robinson, senior vice president projects, says achieving FID in the face of many challenges is another outstanding example of the business working together to drive an important outcome.

“It’s one of several near-term base business priorities we now deliver to promise, with our contracting partners, in order to keep our plants full and help fund our growth developments,” he notes.

# Step forward for Sangomar

**Woodside** took another major step in January 2020, taking final investment decision (FID) for the historic Sangomar Field Development Phase 1 and paving the way for targeted first oil in 2023.

“This is a very exciting milestone for Woodside as operator of the Sangomar Field Development,” says vice president Senegal Greg Mogan.

“It’s the culmination of years of work by the Woodside teams in Perth and in Dakar.

“Our teams have worked tirelessly with the joint venture, contractors and the Government of Senegal to find the optimal commercial solution to develop the rich oil resources of the Sangomar Field.”

The joint venture comprises Woodside, Cairn Energy PLC, FAR Ltd and Petrosen – Senegal’s national oil company.

Formerly known as SNE, the oil field was recently renamed Sangomar during a meeting in Senegal between chief executive officer Peter Coleman and His Excellence the President of Senegal Macky Sall.

The Sangomar field is located in 800 metres of water approximately 100 km south of the country’s capital, Dakar, along the most Western part of Africa.

It will be Senegal’s first offshore oil project and the floating production storage and offloading (FPSO) vessel will have a production capacity of approximately 100,000 barrels of oil per day.

In parallel to taking FID in January, Woodside, on behalf of the Sangomar joint venture, signed the Host Government Agreement with Mouhamadou Makhtar Cisse, Senegal’s Minister of Petroleum and Energy.

On that same day Woodside also awarded a series of key contracts for the Sangomar Field Development including a purchase contract for the FPSO facility with Modec Inc; the subsea construction and installation contract with Subsea Integration Alliance (SIA); and the drill rig contract with Diamond Offshore.

The execute phase of the Sangomar Field Development includes the drilling of 23 wells, construction and installation of the subsea network and the construction and installation of the FPSO.

The Phase 1 development will support more than 20 years of oil production and revenue linked to a network of subsea infrastructure designed to enable future expansions and tieback opportunities.

Taking FID was celebrated in late January in Dakar at an event hosted by Meg O’Neill,

executive vice president Development, in the presence of Minister Cisse.

The event was attended by more than 100 stakeholders who celebrated with Woodside representatives, joint venture participants, government representatives and industry stakeholders.

Meg said it was an honour to be in Dakar to commemorate the FID milestone and she thanked the Woodside teams, the joint venture, the Minister and the Government of Senegal for their hard work.



Top, Executive vice president Development Meg O’Neill, Senegal Minister of Petroleum and Energy Mouhamadou Makhtar Cisse and Senegal vice president Greg Mogan; below, a concept illustration of the Sangomar Field Development Phase 1.



Community consultation: Woodside has been holding a series of stakeholder engagements over the proposed Browse and NWS Extension projects, including this one held recently in Broome. Below, senior adviser Environment Rebecca Murphy addresses the Broome audience.

# Browse briefings

**The** proposed Browse and North West Shelf (NWS) Extension projects have passed important milestones with the publication of their respective environmental review documents.

Comprising more than 3000 pages in aggregate, the documents detail proposed activities, the associated environmental factors and proposals to manage and mitigate any environmental impacts.

The proposed Browse project includes two floating production storage and offloading (FPSO) facilities processing gas and condensate, and a 915 km trunkline to the NWS Project facilities on the Pilbara's Burrup Peninsula.

The NWS Extension Project proposes the refurbishment of the NWS Project facilities to extend their life by 30-plus years for processing third-party gas resources (see opposite page).

The Western Australian Environmental Protection Authority (EPA) released the environmental review papers mid-December 2019 for an eight-week public comment period, which ended mid-February 2020.



"These are important regulatory approvals and this process has been a critical step in understanding stakeholders' views regarding our Burrup Hub projects," notes Deb Morrow, vice president Health Safety Environment and Quality (HSEQ).

"Functional teams and the business units have demonstrated how focused collaboration and clear schedule milestones can deliver excellent business outcomes."

Corporate Affairs manager Browse and NWS Extension Jo Ferries agrees.

"We've invested more than 12 months of stakeholder engagements in arriving to this point," Jo says.

"Since the projects were referred to the relevant government agencies in November 2018, we've been engaging communities in the Pilbara and the Kimberley including, traditional owners, special interest groups, and local, state and federal governments."

More than 800 stakeholder interactions have been undertaken to date, including community information sessions in Broome, Karratha and Roebourne, engagement trips to the Dampier Peninsula, Broome Chamber of Commerce and Industry (BCCI) briefings and briefings to the Karratha Community Liaison Group and Heritage Group.

"It's been good to receive positive feedback about the benefits these two projects will bring to the region and the local communities, and also allay the concerns some people might have," says Jo.

Denis Ryan, the chair of the not-for-profit community group Broome Future Alliance (BFA), voiced his support on behalf of the BFA for the proposed Browse project in a submission.

Denis said the BFA wholeheartedly supported the Browse Project, as proposed by Woodside.

Elaine Jolliffe, chief executive officer of the BCCI, also lent support in a submission.

"The BCCI is pleased to support Browse and the draft EIS/ERD (environmental impact statement/environmental review document)," she said.

"Woodside has a long association with Broome and is acknowledged as a 'good corporate citizen' by the business community.

"Their engagement process with the local community and provision of relevant information to date has been open, effective and comprehensive. We look forward to welcoming them back to Broome."

So, what happens next?

The EPA will provide a summary of all submissions to Woodside, which will include every comment made.

A supplementary document will then be published addressing feedback.

Federal and State ministerial decisions for both proposed projects will ultimately be made.

Jo says Woodside welcomes and encourages stakeholders' interest and involvement in the projects.

She adds public information sessions will continue throughout the year and more information is available.

Contact 1800 442 977, email [feedback@woodside.com.au](mailto:feedback@woodside.com.au) or visit <https://www.woodside.com.au/our-business/burrup-hub/burrup-hub-environmental-topics-and-approvals>

# From producer to processor

**The** Woodside-operated North West Shelf (NWS) Project has been the powerhouse of Australia's oil and gas industry with a track record of reliable production and delivery since 1984.

It's the largest single supplier of pipeline gas in Western Australia and has exported more than 5300 cargoes internationally since LNG production commenced in 1989.

As the existing NWS reservoirs deplete, and capacity emerges at Karratha Gas Plant (KGP), an opportunity arises to transform the existing strategic infrastructure into a world-class, third-party gas processing facility.

The aim?

To maximise commercial value while minimising physical disturbance onshore and offshore and extending production into the future.

This will stimulate the growth of Karratha and surrounding regions for the next 50 years.

But it entails a significant change in KGP's future role – from being a producer to a processor.

"A massive amount of experience has been built up over 35 years of successful operation of the NWS Project," points out Jason Page, onshore program manager.

"The opportunity to leverage this experience and provide competitive solutions for processing other resource owners' (ORO) gas can keep KGP full for decades to come."

Sarah Carter, general manager NWS Extension, takes up the story.

"The NWS Extension Project was set up in 2017 to deliver ORO gas supplies to the NWS," Sarah explains.

"Producing third-party gas and fluids through existing NWS Project facilities not only makes good commercial sense, it will also enable the NWS and other resource owners to take advantage of capacity emerging in NWS infrastructure."

To enable the long-term processing of ORO hydrocarbons, substantial technical hurdles will need to be overcome.

As development lead Adam Morris points out: "Not all gas is the same."

"The composition of gases from potential ORO is different from what KGP was designed to process."

"Some of the ORO gas will have more nitrogen and some will contain less components like propane and butane which are required to process LNG."

All of these scenarios create complex technical challenges which require cost-effective solutions and integrated process studies are key as the team models a range of future mixes of NWS and ORO gas blends.

Working close to Mia Yellagonga and represented by Joint Venture (JV) participants, the NWS Extension Project has been working to deliver multiple bankable ORO development concepts of varying size, composition and complexity.

Modification to infrastructure may be needed, including systems and equipment to deliver accurate metering and hydrocarbon accounting.

And technical solutions are being embedded into commercial constructs underpinning key processing agreements.

Sarah says various Woodside functions and teams, working with the JV, have created an environment poised for success.

"This was demonstrated in July 2018 when the JV agreed key commercial terms to be offered to all OROs," Sarah says.

"This was a significant milestone in enabling more efficient utilisation of our existing facilities and a key step towards supporting the longer-term Burrup Hub vision."

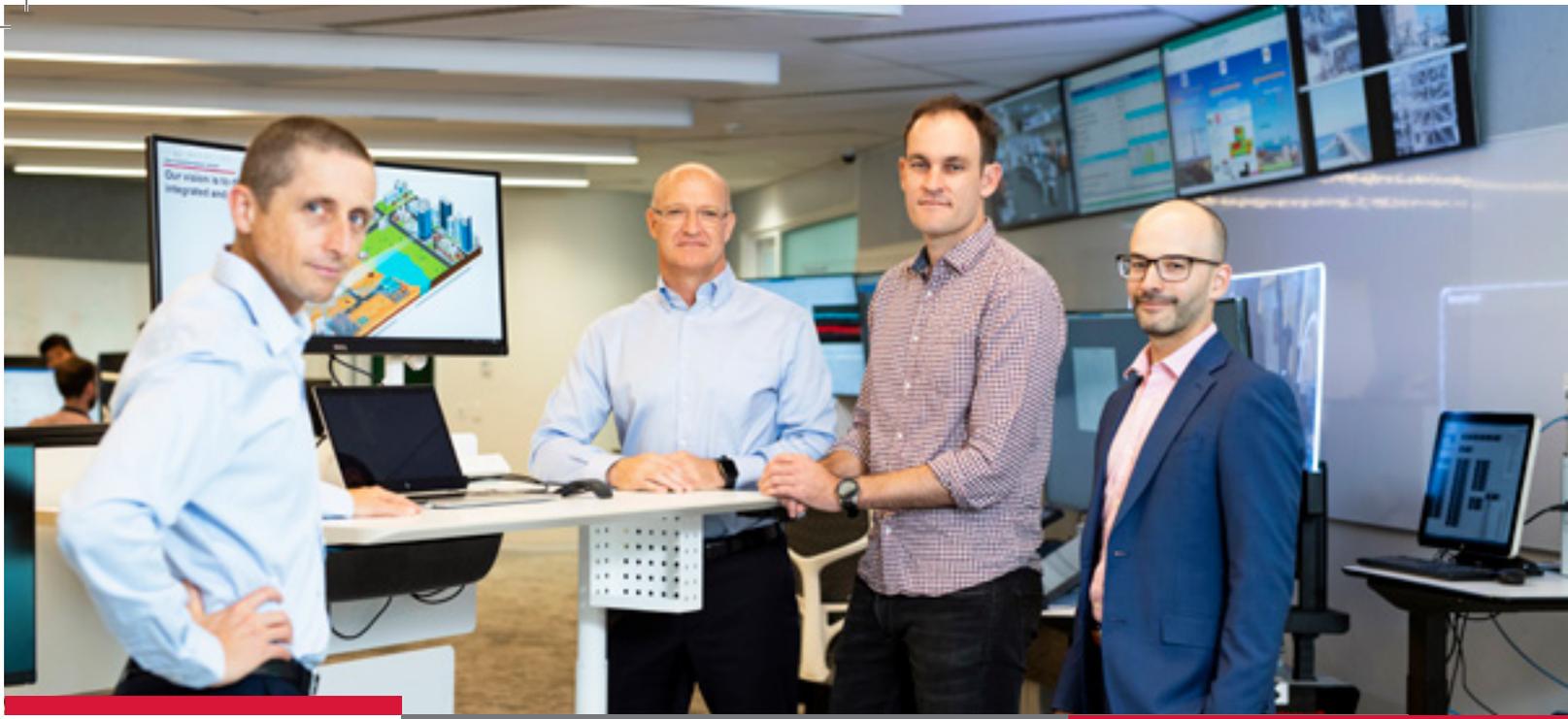
Darren Flynn, vice president Development Planning, says he's proud of the team.

"They've successfully collaborated across multiple areas, working closely with commercial managers, technical engineers, joint venture partners and project managers to make progress," Darren notes.

"The next few months are a critical time with several key decisions pending but I have every confidence that they will succeed".



Seeking solutions: The NWS Extension Project team is working to keep Karratha Gas Plant full. Back row, from left, Louise Whitelaw, Sarah Carter, Jason Page; front, Holly Patrizi, Kingsley Greville, Adam Morris and David Johnson.



PACE setters: Jamie Huthwaite, Sean Salter, Leon Burgin and Lindsey Hershman are creating a blueprint for operating Pluto and the Burrup Hub.

# Setting a smart PACE

**Woodside** is embarking on an ambitious program to transform its operations to ensure it not only keeps up with competitors but outpaces them.

Called PACE 2030, the exciting program is already underway and will support both existing operations and our growth plans.

At its heart is the concentration of knowledge and experience into a single location for better-informed decision making to support our frontline workforce.

“PACE 2030 will shape our future through smarter operations,” explains executive vice president Sustainability Shaun Gregory.

“It will deliver a data-driven digital nerve system enabling our existing operating facilities and creating digital assets of the future for Scarborough and Browse.”

Its goal is to ensure Woodside stays ahead of the competition, delivering an attractive product to the market in a safe and sustainable manner.

PACE 2030 aims to free Woodsiders from mundane tasks such as observational reporting and instead enable them to add value through data-driven decision making.

This data is generated in Karratha and the offshore assets; but it is accessed

1500 km away in Mia Yellagonga, Perth.

Executive vice president Development Meg O’Neill recently told a conference that remote operations is not a futuristic pipe dream or a “pie in the sky” idea, but a reality.

“We have already started a pilot program at the Pluto LNG Plant,” Meg announced, with the concept being designed into our Scarborough and Browse growth projects.

Sean Salter, vice president remote operations, explains: “Although long-term energy demand is strong, low-cost global energy supply is fiercely competitive and to maintain our competitiveness we must disrupt the traditional way we do things to deliver our growth plans.

“We cannot afford to stand still.”

Sean says Woodside’s approach is: think big (we are driving innovation from our workforce), prototype small (we are developing scalable capabilities in a pilot laboratory focused on Pluto Train 1) and scale fast (we are creating a blueprint for Pluto and the Burrup Hub).

Acting executive vice president Operations Fiona Hick says: “This approach will reduce cost and risk while simultaneously improving production.

“It will enable the transition to so-called

intelligent assets, using technology such as wireless sensors, robotics, digital twins, etc. driven by Operations.”

Leon Burgin, Integrated Remote Operating Centre (IROC) project manager, says: “The benefits of operating a state of the art IROC, based in Mia Yellagonga, enables seamless asset and function collaboration supporting our frontline workforce.

“We will be able to see the entire value chain, in real-time, in one place.”

Jamie Huthwaite, remote operations manager, says: “Truly intelligent asset management and an enabled and empowered workforce supported by autonomous and predictive asset management are key components of our new operating model.”

Lindsey Hershman, operations transformation program manager, stresses intelligent assets are not being introduced to replace people, but to free them up from repetitive and high-risk tasks, enabling the workforce and allowing it to work more sustainably.

“We aim to make *things* work harder so that *people* can work smarter,” says Lindsey.

“Our ambition is clear: to deliver a world-leading, smart, integrated and remotely operated Burrup Hub.”

# FUSE lights way

In his workspace filled with sensors and “intelligent assets”, Ben Wilkinson delivers a simple message: “People are front and centre of our work”.

As Woodside’s intelligent systems manager, Ben is used to fielding inquiries about automation in the workplace of the future, but he insists there will be no reduction in the need for skilled workers for years to come.

“Our mantra is ‘make things work harder so we can work smarter’,” he says.

“We want to provide people with the

right data at the right time, so they can become better at their jobs because people are at the core of Woodside’s operations.”

Woodside’s strategy is called FUSE.

“FUSE’s aim is to digitise repetitive, unsafe and low-value tasks so we can focus on higher-value activities,” explains technologist Brett Birkbeck.

“We try and provide a rich engaging user experience and provide users with the ability to create and drive the content they need.”

Ben says: “We need to create insight and not flood people with data.

“They need to know where to focus their efforts and enable ‘action’ to become more efficient and support new ways of working with in-field robots or process automation linking systems or whatever.”

The intelligent assets team is piloting FUSE in Pluto’s Effluent Treatment Plant (ETP), which treats water (not human waste) produced at Pluto LNG. In the ETP, dozens of sensors and video cameras help create a digital twin of “the real world” to allow the digital exploration of the asset and reduce the need for people to walk into the field to gather data.

Combined with Artificial Intelligence, such equipment calculates levels in the gauge, allowing operators in the field to do more value-adding work.

“Rather than operators spending two hours a day checking equipment, the software aims to simply alert them when they *need* to know something,” Brett says.

The team is expanding FUSE’s scope to support all onshore Pluto as well as the remote operations team and our capital projects.



Working smarter: Ben Wilkinson, centre, with some of the intelligent systems team making things work harder for people.

## Sensible sensors

Sensors are key to unlocking what is happening in an LNG plant, measuring temperature and vibrations.

But they can be expensive – especially when you want to monitor thousands of items.

Technologist Tom Chaney says: “When we first started using sensors they cost between \$5000 and \$10,000, lasted about two years on a battery and could transmit for about 50 metres.”

In some cases, the cost was \$60,000 per sensor point.

Working with partners including local universities, Woodside has reduced

the manufacturing cost to hundreds of dollars and made them easy to deploy.

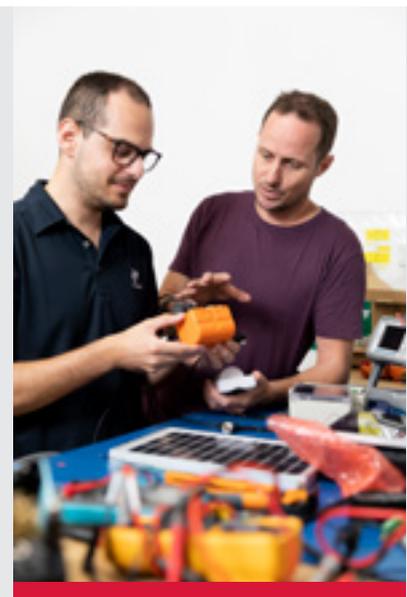
Tom designed a sensor that cost only about \$200 to make at Mia Yellagonga.

They should last 10 to 20 years on a battery and transmit for kilometres, not metres.

“Collaboration made a hard goal, achievable – the coding was the hardest part,” says Tom.

Our sensors are intrinsically safe, so they can be used throughout the plant.

Woodside also has taken out a patent and is working to deliver mass production of the sensors.



Sensor perception: Tom Chaney, right, shows Ryan Tripodi the advantages of our new sensors.



At sea: Clockwise, from above, Ryan Cobb looks out at Dampier from the supply vessel Normand Skimmer; as master mariner, Ryan is entitled to be master of any size vessel anywhere in the world; on board his first LNG tanker, the Woodside Chaney, in Sakai Senboku, in Osaka Bay, Japan.

# From apprentice to master

**Woodsider** Ryan Cobb has become Australia's first Indigenous master mariner by completing his final qualifications at the end of 2019.

That means Ryan holds the highest grade of seafarer qualification and it entitles him to be master of any size vessel of any power in any geographic location.

"It was a bit surreal completing my final assessment," he recalls.

"It was a great feeling of accomplishment though it's been such a long journey, for my family in particular. It's as much my wife and kids' achievement as it is mine."

Indeed, the bestowment of master mariner qualification was the culmination of years of study and a life on or in the seas since Ryan started work as a pearl diver in 1998, aged 18.

"I'm a Ngarluma man, with bloodlines to the West and East Kimberley also," he discloses.

"I was brought up in Broome and on the Dampier Peninsula on saltwater country, so I've always had a very close affiliation with the sea."

Ryan had gained entrance to the University of Western Australia to study engineering, but decided his heart wasn't in it.

"I knew that pursuing a career in my home town of Broome drift diving for pearl shell was what I wanted to do," he says.

So he joined Paspaley Pearl Company and rose to head diver when in 2006 he spotted a Woodside advertisement in a local newspaper for marine operations trainees.

"I'd been thinking about life after diving but I still wanted to work at sea, so this traineeship seemed the answer," he explains.

"I figured if I was going to enter into commercial shipping, then I would aim for the top qualification at sea - master

mariner. Woodside, with its exposure to LNG tankers and Offshore vessel fleet, could help me achieve my goal."

Though sponsored by Woodside, Ryan was facilitated at sea first by Farstad Shipping.

He began his training at the West Australian Maritime Training Centre, Fremantle in 2006 and two years later started work for Farstad Shipping Indian Pacific.

But he kept in touch with Woodsiders in the Kimberley, notably Michael Roe, now Indigenous employment and training manager, and later, port operations manager Zubin Bhada.

It was this relationship that helped Ryan later gain his deck trainee apprenticeship and experience on Woodside's LNG tankers.

By 2016, Ryan was looking to broaden his career and wrote a plan which had him involved in port operations and marine pilotage.



He met Greg Paten, now strategy and planning manager logistics, and Greg took the idea to Zubin.

Zubin then developed a business case that involved Woodside stakeholders and which was signed off by senior management.

“Being so passionate myself in promoting young Australian seafarers, it gave me immense pleasure to be Ryan’s mentor during his training,” says Zubin.

Ryan officially joined Woodside Marine in 2017 and began the 15 months of sea time needed to attain his master mariner qualification.

For the past two years, he’s been seconded to the Angelicoussis Shipping Group, where he’s been deployed to its subsidiaries which transport oil and gas globally, namely Maran Tankers and Maran Gas.

These companies have a close relationship with Woodside as four of our five LNG carriers are owned and managed by Maran Gas.

“My sea time was an intense period of cultural immersion and professional development,” Ryan recalls.

“It wasn’t just living and working on Greek-manned vessels but also immersing myself in the culture on shore and its operational culture on the vessels.”

His seafaring experiences included a full circumnavigation of the globe, beginning and returning to Western



Australia on the Burrup Peninsula.

“Transits of both the Suez and Panama canals were both as amazing as each other yet in stark contrast,” he adds.

Panama meant sailing through the jungle, and Suez through the Egyptian desert.

Dealing with the heightened threat of pirates through the Gulf of Oman and Straits of Bab El Mandeb was another experience to remember.

“I travelled to no fewer than 28 cities in that 24-month period – Singapore 12 times alone,” he says.

Ryan completed his final master mariner exams in November 2019.

Being on very big ships and away from family for four months at a time was an eye-opener and a test, but Zubin reports Ryan fared very well – both in his job of watch-keeping on board the three tankers he served, and as an “ambassador” for Woodside.

Home again, Ryan is now based at Mia Yellagonga Perth as a marine adviser.

He is particularly keen to use his experience and knowledge to further foster Indigenous engagement within the maritime industry.

“It’s challenging to be working onshore after 21 years at sea but this role gives me the opportunity to develop my knowledge of marine operations at Woodside and spend some quality time with my family,” he notes.

Zubin says Ryan has grown in his time sailing on big ships and predicts he is now ready to embark on another journey – to become Australia’s first Indigenous marine pilot.

“I’m sure he will get there with his consistent hard work and passion to succeed,” says Zubin.

“I believe that although Ryan was our first deck officer in training he won’t be the last, and I’m all geared up to start the entire process again.”



Power pioneers: New energy partnership program manager Andrea Galt, third from left, with some of the Woodside-Monash Energy Partnership team exploring transition to a lower carbon future.

# Power partnership

**Woodside's** ambition to become a pioneer in the bulk delivery of lower carbon energy is set for a boost with one of the world's most efficient and innovative teaching facilities opening for business in Melbourne.

The Woodside Building for Technology and Design is a pivotal component of the Woodside-Monash Energy Partnership, which has its origins in Woodside and Monash University establishing the FutureLab banner three years ago.

FutureLab initially focused on additive manufacturing, data science and materials to fight corrosion.

In July last year, the collaboration evolved into the Woodside-Monash Energy Partnership which, as new energy partnership program manager Andrea Galt explains, has three pillars.

"The first is affordable, bulk clean energy," Andrea says.

"The second is profitable carbon abatement; and the third pillar is thought leadership during the energy transition.

"We want Woodside to be an organisation that pushes the boundaries and leads the way as a pioneer in the energy transition to a lower carbon future."

The partnership also includes a brand-new working space – the Woodside Building for Technology and Design.

The company has contributed funds towards its construction, and the building is set to officially open later this year (though it has already begun hosting classes).

Located in the Monash Technology Precinct, this state-of-the-art "living laboratory" will sit amongst the largest concentration of research institutions in Australia as well as leading engineering companies.

"We'll be collaborating with minds from Australia's largest university to unlock technologies and gain efficiencies in hydrogen production and carbon sequestration," says Andrea.

"In turn, it will unlock our future capability."

Monash University professor and interim co-director of the Woodside-Monash Energy Partnership Jacek Jasieniak says: "The partnership brings together leading researchers and industry from across Monash and beyond.

"This will drive Australia's next generation leadership in the delivery of new energy and carbon solutions, exploring the possibilities of hydrogen and carbon abatement with a focus on

materials, electro-chemical and thermal chemical research," he says.

As part of the agreement, Woodside will sponsor a number of masters, PhD and post doctoral students.

Not all will be tackling technology issues, though.

One research project in the energy leadership space will analyse change for a lower carbon future – specifically, how consumer sentiment from social media affects policies.

Shannon O'Rourke, general manager new energy, says: "This partnership illustrates that 'Innovate, Collaborate, Accelerate' is not just a catch phrase because it is helping us accelerate our innovation in a very efficient way, and bringing together the best minds to bear on any business or technical problem.

"For example, using electrolysis to split water into hydrogen and oxygen requires fresh water.

"Desalination to convert sea water into fresh water is hugely expensive, so if we didn't need to desalinate and could find a way to use sea water, that would be a huge breakthrough.

"The Woodside-Monash Energy Partnership is open for business," he declares.

# Driving digital success

**Steering** your car could soon be a thing of the past if, as futurologists predict, autonomous vehicles take off.

But driving your learning will always be in vogue for those wanting to get ahead.

That's why "Drive your learning" has been adopted as the mantra for the Digital Academy – a Woodside initiative aimed at providing digital skills so our workforce has the capability to effectively leverage technology in their roles.

"Digital Academy helps you learn for tomorrow, today," explains Digital's delivery excellence manager Lakshmi Muthiah.

"Everyone wants to focus on self-improvement and becoming a better person, but we also need to improve our digital skills."

Digital Academy, in conjunction with LinkedIn Learning, provides a hugely varied range of personal and professional development courses.

"From the highly technical skills, through to the softer skills such as emotional intelligence, it has something for everyone," says Lakshmi.

"The vision for Digital Academy is to promote a culture where continuous learning will be a part of our everyday life," says chief digital officer Shelley Kalms.

"It will encourage you to be curious; to own and control your learning; and help with learning while working."

Digital Academy will complement existing Woodside learning channels and tools, such as those organised by People and Global Capability (P&GC).

"It's an innovative system of self-paced improvement," explains P&GC's vice president Jacky Connolly.

"It allows everyone the opportunity to build knowledge in bite-sized chunks, because it's available anywhere, anytime, on any device."

Lakshmi says that in addition to its curated content, LinkedIn Learning is also a platform for Woodside to deliver its own custom content.

"Initially focusing on the digital basics such as cyber safety, Webex and Office365, Digital Academy's LinkedIn Learning will enable us to maintain the security of our critical information and to realise the benefit of our industry-leading technologies," she explains.

Shelley says our digital basics have three pillars: tools like Webex and Office 365; our practices or the way we work, such as agile and design thinking; and concepts like data science and process automation.

The aim is for Woodside's employees to grow their digital dexterity, or their

level of skill and awareness, with our core digital tools, ways of working and concepts.

"Within the Digital Academy, you will find learning paths that support each of these three pillars," she notes.

Executive vice president Sustainability Shaun Gregory points out that Woodside has invested in high tech infrastructure.

"We need to make sure we leverage what is available, and the Digital Academy helps everyone build their skills to get the most out of the tools," Shaun says.

"The nature of work is evolving fast, so the way we learn, develop and update our skills needs to keep pace."

To start with, Digital Academy is focusing on what we need to know to ensure we are digital savvy – that is, to use all the amazing technology to its fullest potential to ensure we are effectively leveraging technology in our day to day roles.

Digital Academy is available to everyone.

"Now is the time to start looking for ways to improve yourself. So start driving your learning with the Digital Academy," says Lakshmi.

"Just ask Willow, 'tell me about Digital Academy'."



Digital go-ahead: Shelley Kalms drives Jacky Connolly's learning, while Lakshmi Muthiah gives thumbs up approval.



# A day in the life of a ... **business** resilience manager

**Moving** to Senegal fulfilled a long-standing ambition for Paul Humphries and his wife Deanna (Dee).

“Dee and I had always hoped to live and work overseas,” Paul explains.

“We have a passion for people and places”.

“So when Woodside entered Senegal in late 2016 and the opportunity came up to take on an in-country role aligned with my core skill set, we knew it would be a challenging and exciting experience.”

As business resilience manager for West Africa, Paul is part of the Security and Emergency Management (S&EM) lead team.

His responsibilities include managing security, emergency management, hydrocarbon spill preparedness and business integrity in Senegal, broader Africa and the Sangomar Field Development, which is the country's first deep water offshore oil project.

Paul joined Woodside in 2011 as manager anti-fraud and corruption after a career with the Western Australia

Police, where he finished as a senior officer.

He mobilised to Dakar, Senegal's capital, in early 2017 as Woodside's first expatriate to Senegal.

A few months later he was joined by Dee and their son.

A key part of Paul's role is building the capacity of the Dakar team to strengthen their preparedness to respond to security and emergency events, through training, exercising and mentoring.

“Having the chance to open Woodside's first office in Dakar with country representative Cheikh Gueye in early 2017, growing the team to now 11 staff, contributing to building the capacity of our local team and being part of shaping the future success of one of Woodside's key growth projects, has been an exciting and rewarding journey,” he says.

Paul works closely with Senegalese government agencies such as the Navy and HASSMAR – the country's marine safety and security authority – with a view to achieving sustainable security

and emergency response preparedness for Woodside's upcoming maritime operations in Senegal.

“Our relationships with local stakeholders are critical and we are working to build and nurture those relationships ahead of mobilising offshore assets in 2021,” he explains.

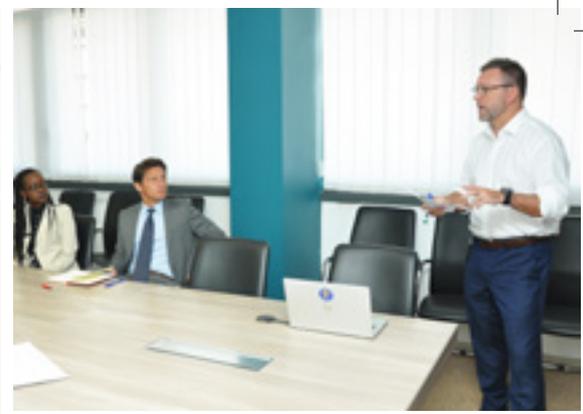
“Local capacity building is also key to supporting safe and secure operations.

“For example, I'm currently working with Senegalese maritime security agencies on a range of themes, such as promoting the Voluntary Principles on Security and Human Rights – an initiative established in 2000 by companies, governments and NGOs.”

Paul believes Woodside is fortunate to have such a capable and dedicated local team in Senegal to support local challenges.

“The business relies heavily on our local team to navigate and overcome local challenges every day, which they consistently deliver upon,” he says.

“Operating in Senegal isn't without risk or without surprises.



Senegal scene: Clockwise, from opposite page, Paul Humphries is enjoying the challenges of managing security and emergency management for our Sangomar project; with Baba Diagne Sene, chief of the Maritime Rescue Coordination Centre; discussing logistics with country manager David Grislain; addressing the Dakar office; with family, appreciating the Dakar lifestyle.

“But with the capability we’re building in-country, supported well by the Senegal business unit and Perth-based functions, we’re setting up well for success.”

As an expat, Paul feels maintaining the connection to headquarters is vital.

“Notwithstanding challenges such as time difference, we work together closely to keep our people and business safe.”

Paul acknowledges that missing home and family has been a challenge, but says the benefits have been worth it.

“Being part of an exciting growth project, sharing the Senegalese experience with my family and living and working with a wonderful group of people, easily offsets those challenges,” he says.

Paul adds: “Dakar suits my family’s lifestyle, we’re pretty sport focused and there are good options; my son has become quite the avid local surfer.

“I know I’ll miss the team and Dakar very much when it’s time to leave. We’ve developed lifelong friendships here”.

Below is a typical day.

**6am:** Given the eight-hour time difference between Western Australia and Dakar, I need to get into work early to catch Perth teams before they go home. I review overnight email and security briefs for issues of interest in

Senegal and the wider region.

**7am:** I participate in a weekly video conference with the S&EM lead team. On this occasion I provide an update on the current Senegal security environment and discuss upcoming project-related resourcing needs.

**7.30am:** A meeting with a delegation from our Perth business unit (BU). I provide a Senegal security briefing to support their safe activities in-country. Then, together with the Dakar team, we dial in to the weekly Senegal BU lead team meeting with vice president Greg Mogan, and receive an update on priorities post final investment decision (FID) and expected near-term in-country commitments.

**9am:** A video conference with Tony Quinn and his Drilling and Completions team to progress emergency response planning for Sangomar offshore operations commencing 2021. Straight afterwards, I meet with our in-country private security provider to plan security arrangements for upcoming Woodside visitor travel to Senegal.

**11am:** I bring the Dakar Office team together and facilitate an emergency response drill, in remote collaboration with the Woodside Communications Centre (WCC).

Today’s drill focused on the timely set-up of the Dakar Incident Management Team in response to a simulated vehicle crash impacting Woodside personnel. The team is working well to develop

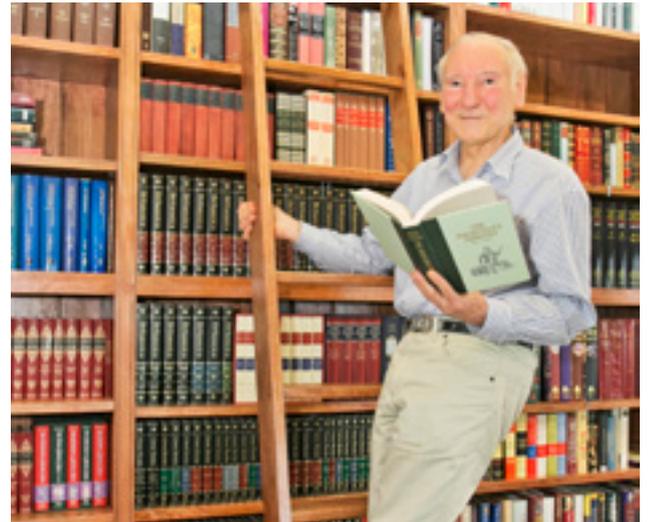
emergency response capabilities ahead of offshore drilling beginning in 2021.

**12.30pm:** Off to the US Embassy for a lunch meeting with embassy and fellow in-country security managers to collaborate on current security threats to Senegal and the broader region. We discuss a current series of student protests in Dakar and a rise in terrorist attacks in the region (including Mali, Niger and Burkina Faso). Senegal remains largely unaffected to date but we’re collectively monitoring regional events for local threats closely.

**2pm:** From the embassy to Navy Headquarters for a meeting to discuss maritime security, emergency response and capacity building ahead of offshore operations in 2021. Afterwards, I conduct preliminary site security risk assessment of a potential site for a new Dakar office, expected later in 2020.

**4.30pm:** Back to the office where I review and approve our security provider’s plans to support upcoming Woodside visitor travel to Dakar. I also debrief country manager David Grislain on key issues and catch up on the day’s email.

**6pm:** I finish work for the day and head to the local gym for a quick game of tennis. I’ll jog home from the gym, enjoy a quiet dinner with my family before helping my son with some homework. I’ll get a catch-up of news online, and Dee and I might catch a show on Netflix before bed. It’ll be another early start tomorrow.



Ploughing ahead: Errol Seymour won the 1982 WA Engineering Award for his design of the subsea plough used to secure the NWS Project pipeline to the seabed. Brian Burke, the then premier of WA, Peter Tapper, chief executive officer of the Perth office and Charles Allen, managing director of Woodside, examine a scale model. Right, Errol became an author last year with his book on the Seymour family's pioneering role in WA.

# National honour for 'significant service'

**Former** Woodsider Errol Seymour has crammed more than his fair share of experiences into his lifetime, and long after retirement from the company continues to set himself new challenges.

Last year Errol unveiled himself as an author with a well-received book on the Seymours of Dunsborough whose patriarch William Frederick Seymour, Errol's great grandfather, was the first European pioneer of that area on the south west coast of Western Australia.

This year, in the Australia Day Honours List, Errol was made Member of the Order of Australia, AM, "for significant service to the oil and gas industry, and to engineering".

"Significant", indeed. Errol held a range of important jobs at Woodside from 1974 until his retirement 22 years later.

But the achievement he is most proud of was designing in the 1970s the world's largest seabed gas pipeline to bring production onshore from WA's newly developed oil and gas fields.

Errol was recruited for the job of Woodside's pipeline manager when working for an oil and gas major in Houston, Texas. He'd previously gained a PhD from Harvard University, following two degrees at the University of Western Australia.

As pipeline manager he was responsible for the subsea pipeline, its slug catcher, and subsea plough for the North West Shelf Joint Venture (NWSJV)

Errol had gained a wealth of experience in the US working on undersea pipelines.

"I knew quite a bit about the NWS Project even before the plane landed in Perth, and quite quickly, I had selected a diameter and wall thickness for the proposed pipeline to run the 134 km to the Karratha Gas Plant," Errol recalls.

The pipe diameter had to be big enough to handle the proposed production from the North Rankin and Goodwyn offshore platforms, and the wall thickness such that the pipe would not buckle while being lowered to the seabed during construction.

He decided it would be one metre in diameter.

But two main challenges remained: first, ensuring the stability of the pipeline on a seabed that had both soft and hard sediments and in a region prone to cyclones.

That was solved by using a gigantic submarine plough to secure the pipeline in a seabed trench, for which Errol received the WA Engineering Award in 1982.

The second challenge was designing a two-phase pipeline to carry both gas and liquids.

"No-one had built a two-phase pipeline of that size before," Errol notes. "But it worked well and it's still operating today."

Indeed, that pipeline has since transported gas to 200,000 domestic and commercial users in WA, plus 63 million Japanese customers via LNG exported by tanker.

"That was my most satisfying achievement even though I had bigger responsibilities later on," Errol says. "It was where I think I made my biggest contribution."

Outside work, Errol's hobbies included motor racing, and in 1994 he won the State Championship driving a marque sports car.

In retirement, Errol published his book on the Seymour family of Dunsborough who established Dunsborough's first store, bakery and garage, initiating the now-thriving township.

In another retirement project, Errol and his wife Irma established a certified organic berry farm and food factory in Bridgetown which they ran for nearly 20 years, winning several national awards.

# ‘Legends’ endorse reserves upgrade

**One** of the discoverers of Scarborough’s gas reserves 40 years ago has given his imprimatur to the work that revealed a big increase in reserves.

David McEvoy, together with Henry Irrgang, independently reviewed and accepted Woodside’s findings which pointed to a 52% increase in Scarborough’s gas resources to 11.1 trillion cubic feet (Tcf).

For David, the review completed a circle.

Not only was he part of a team that discovered gas in 1979, he was also a non-executive director on the Board of Woodside in 2016 when the company bought from BHP 25% (since expanded to 75%) of Scarborough leases.

He joined Esso Australia (which later became Exxon Mobil) after university and in 1972 was made project leader for the company’s efforts in looking for opportunities in the North West Shelf.

Exxon Mobil acquired a 50% interest in exploration permits on the deep water Exmouth Plateau of Western Australia’s North West. It had committed to drilling six exploration wells, and identified Scarborough field

as a likely prospect for hydrocarbons.

But the objective was oil, not gas.

“Gas was of no interest in those days because there was a very limited market in Western Australia for domestic gas and deep water gas was not seen as a future LNG candidate,” recalled David.

So when five dry wells in succession, targeting oil prospects, were drilled, and there was only one chance left, the big question centered on where to drill.

A location was chosen where a big gas play was suspected.

That was in 1979.

Fast forward 40 years and Woodside decided to review Scarborough’s seismic data using the latest seismic processing technology - full wave inversion (FWI), together with massive computer power.

David and Henry were engaged last year to peer review Woodside’s work.

While David examined the seismic and geological aspects, Henry examined the reservoir and petroleum engineering aspects.

He says he was impressed with the teamwork at Woodside which resulted in a coherent interpretation of the complete dataset for the field for the first time, and which had contributed to the resource upgrade.

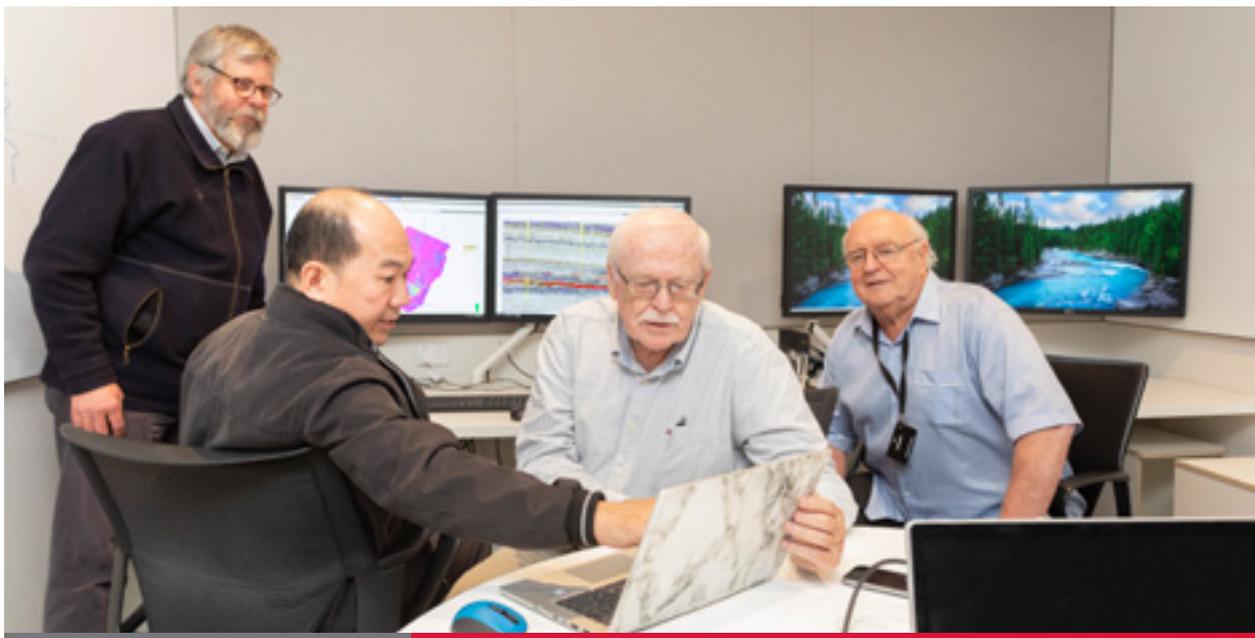
Henry also had joined Esso Australia in the 1970s.

In the years following Scarborough’s gas discovery, he became a supervisor of its reservoir development group.

“It’s absolutely terrific to see Scarborough get to the stage it’s now at,” says Henry.

Kimberly Walpot was Scarborough development manager when Henry and David visited Mia Yellagonga for the review, and Kimberly describes them as “two of the ‘Scarborough Legends’.”

“The Scarborough discovery was 40 years old on 3 December 2019 and given Woodside’s progress on this resource over the last 18 months Henry and David’s signing off on the massive increase in the resource was a welcome birthday present,” says Kimberly, now general manager Development Pluto/Wheatstone.



Scarborough fair: From left, principal geologist Alex Kaiko, principal geophysicist Ungsing Wong, David McEvoy and Henry Irrgang discuss the seismic and geological aspects of work which led to the 52% upgrade in Scarborough’s gas resources.

# Vanessa takes top award

**System** engineer Vanessa Bullock has been named Outstanding Young Woman in Resources at the Chamber of Minerals and Energy's 2020 Women in Resources Awards.

Vanessa was recognised for her subject-matter expertise in subsea and pipelines, her passion for championing others, and for her contributions to her community.

"It was a surprise that it was me because the other finalists were very talented," Vanessa said.

She said she was thrilled to be surrounded at the awards night by many Woodsiders including her supervisor Pete Moar and mentor Ryan Beccarelli.

And she also gave a shout-out to Chris Steele, Rebecca Lewis, David Thain and the late Stuart Pharaoh as formative influences in her career.

Vanessa experienced various hardships when growing up but displayed remarkable resilience and tenacity, landing her first paid job before she was 15.

She joined Woodside in 2014 as a graduate mechanical engineer.

Following the graduate program, Vanessa delivered two of the most complex subsea pigging projects the company has ever conducted, including taking a project from tender to execution.

She is also a subject matter expert in Subsea and Pipelines and a strong advocate for gender equity and Indigenous reconciliation.

She has volunteered for several Indigenous committees and events and is passionate about female education; early in her career she volunteered for the Society of Petroleum Engineers and Petroleum Club of WA as a High School Ambassador and mentor.

Vanessa's contributions extend beyond Woodside and the energy industry. She is the co-founder and operator of Tompost, an urban composting business which converts organic waste into useable gardening products.

She recently became an MBA student, and is currently acting maintenance engineering team lead at Karratha Gas Plant (KGP).

Vanessa says she has been continually challenged as she's moved between

mechanical (offshore), subsea production to rotating equipment roles onshore, but those challenges have been enjoyable.

"I hope to find roles in the future that will be equally challenging, mentally stimulating and will allow me to continue learning," she says.



## Engineering change



Woodside's female engineers played a pivotal role in the Greater Enfield start-up, with some swings comprising 100% women.

No-one was more pleased than start-up lead Kathryn Powell, pictured standing, far right.

"The start-up team drew from multiple engineering disciplines and the end result overall was a 60/40 female/male split," Kathryn reports.

"This led to a great dynamic especially offshore as some of the swings for the start-up team ended up all female."

Kathryn adds the all-female start up

team happened organically and was not planned.

"It was heartening that there was diversity across the team within the same gender - a variety of ages, cultures and backgrounds - and to be as welcomed as we were by Operations," she says.

For Reservoir Management's Hayley Pedlar, pictured kneeling centre, it was a first time on a floating production storage and offloading (FPSO) facility.

"It was great to see all of the planning and contributions from different technical disciplines come together to work through a range of challenges and achieve a common goal," Hayley says.

# Protecting a diverse workforce

**Woodside** is now able to provide fire-retardant off-the-shelf personal protective equipment (PPE) to its pregnant employees.

It's a first in the oil and gas industry, but it's only the first step in a refresh of PPE that considers the need to address inclusion and diversity of our workforce and visitors.

Health and safety manager Adam Nicholas says while maternity PPE was already available in the marketplace, it was deemed unsuitable for the operational needs of the oil and gas industry.

"Previously, pregnant women have had to make do with ill-fitting overalls as they transition through the various trimesters of pregnancy," Adam notes.

Internally, Health and Safety, Contracting and Procurement (C&P) and Corporate Affairs worked together towards a solution that would create an inclusive environment for women while meeting operational and safety needs.

An external PPE supplier and manufacturer were engaged to design and produce PPE that met these requirements.

The broader range of PPE became available in Q1 2020 and includes more variety in safety footwear for women than previously available.

Maintenance coordinator Kerry Hill, due to give birth to her first child in June, was told about the maternity PPE by her line manager and volunteered to trial the new clothing and document her experience for the company.

"I was resigned to modifying my own clothing at my own cost so it was a nice surprise," Kerry says.

"I was really happy with the initiative to offer something both comfortable and fit for purpose.

"It's a step in the right direction and I think if we users can give constructive feedback, then we will be able to deliver improvements in its design."

C&P senior adviser Rita Pinheiro, due in August, says: "The trousers are super

comfortable, and will be useful for the entire pregnancy because they expand through the trimesters.

"Since oil and gas is traditionally male dominated, I highly doubt maternity PPE was even a thought five years ago."

Those interested in ordering maternity PPE should email requirements to Lorraine Mitchell, management assistant Projects. "Sizes range from 6 to 24, so there is clothing to fit the various stages of pregnancy," Adam says.

"This is an important step in our inclusion and diversity journey and I encourage conversations about maternity PPE at pre-starts and safety meetings."

But it's only one step on the journey to more inclusive PPE.

Woodside, in line with its Compass, is seeking ways to promote a cohesive and collaborative workplace that fully embraces inclusion and diversity.

Fire-retardant hijabs, turbans and cultural dress will be available for use at all our facilities, allowing employees and visitors to feel at ease and protected on our premises.

"This is a practical example of living Woodside's values of improving inclusion and diversity, and it also aligns with our current business strategies," notes Mike Price, vice president Pluto, floating production storage and offloading (FPSO) facilities, and Wheatstone.

"With a growing number of women working at Woodside, it enables the company to cater for the current and future profile of its workforce."



Model workers: Kerry Hill, left, and Rita Pinheiro model fire-retardant personal protective equipment for pregnant staff – the first step towards inclusive workwear being available at all Woodside facilities.



Closing the gap: Above, Woodsiders at an International Women's Day (IWD) morning tea in Karratha demonstrate the "close the gap to equality" hand sign. This year's IWD theme was Each for Equal. Below, Bonita Carroll addresses an IWD gathering at Mia Yellagonga on her research into women in frontline maintenance roles.

# Women on the frontline

**Creating** a positive and inclusive culture for women in frontline maintenance roles is key to increasing their representation in the resources industry.

And that extends from childhood through school and Technical and Further Education (TAFE) to the workplace itself.

That was the message from keynote speaker and anthropologist Bonita Carroll at an International Women's Day (IWD) event held at Mia Yellagonga in March.

"The doors have been opened for women to enter the maintenance field since 1980," Bonita, a PhD student at the University of Western Australia (UWA).

"However, participation and retention remain low."

As one female maintenance worker told her: "A trade is an obvious option for boys, girls go to university," while another said she was asked: "Are you doing a trade just to meet boys?"

Bonita said this stereotype was perpetuated by parents, teachers and peers.

She was talking to an audience of more than 300 Woodsiders, guests and university students on her research into female maintenance workers in the Pilbara.

As part of the research she spent time with a mining company and Woodside, living in accommodation camps.

She found women in maintenance roles were few and far between.

"The absence of women was highlighted by their presence - because they stuck out like a sore thumb," Bonita noted.

The event was one of several activities organised to celebrate IWD.

At Karratha Gas Plant (KGP), a morning tea was held where Woodside's commitment to promote equal opportunity was explained by services lead operator Olivia Brough.

"As I've progressed through Woodside, my gender has not hindered the opportunities available to me," said Olivia.

"Everyone wants you to succeed and will go out of their way to help you."

The audience of more than 150 exceeded last year's turnout as attendees from KGP, Pluto LNG and King Bay Supply Base came together.

Domgas maintenance superintendent Simon Davey shared candid and powerful stories about being supported by his manager and team at a critical time when family was the priority above all else.

Simon urged everyone to make a conscious effort to change their unconscious biases, particularly around parenting stereotypes in the workplace.

IWD Book Club discussed flexible working policies as one of the biggest enablers to even out the gender playing field.

It was suggested the most successful parental leave policies enabled leave to be shared equally between parents, further breaking down barriers.

Another IWD event was the Parent Warriors Panel Discussion where top parenting hacks for saving time were discussed.

Woodside is committed to supporting employees in finding the right balance between work and family, but as one attendee advised: "There's no perfect solution, and you will feel guilty sometimes wondering how to balance things whilst doing what's right for your family - and that's OK."



# Class action

**Two** high school teachers experienced Woodside's Karratha operations in a rare behind-the-scenes training opportunity as part of the Teacher in Industry Placement initiative.

During their two-day intensive program, science teachers Timothy Okonkwo and Jennifer Bagust, both of Karratha Senior High School (KSHS), shadowed Woodsiders at Pluto LNG and the Burrup Materials facility.

They enjoyed an overview of the LNG process and spent time in the central control room, the LNG train, the loading and shipping area, and the chemical laboratory.

"It was great to be able to pull back the curtain to give our local teachers a look at what working at an oil and gas plant is like," reports surveillance engineer Narelle Dale who hosted Timothy and Jennifer.

"The training has provided an opportunity for teachers to bring real life STEM (science, technology, engineering and maths) concepts into the classroom to inspire the next generation of engineers and operators."

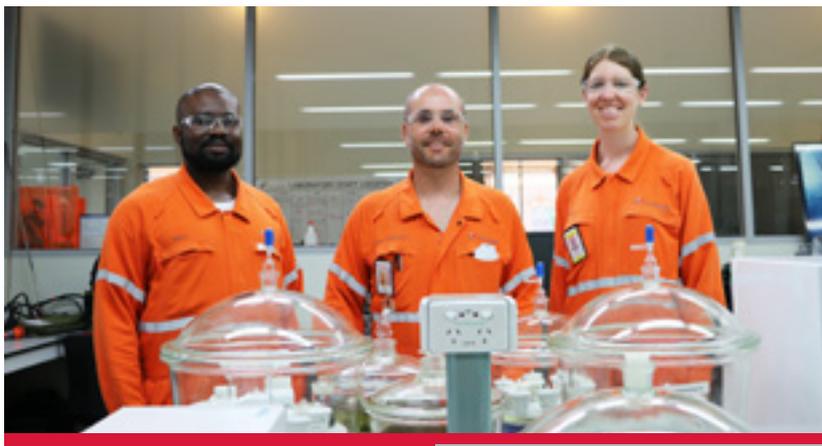
Timothy says: "It's incredibly exciting to be able to weave industry into the classroom learning experience.

"I now have a better understanding of how students can be prepared for a career in oil and gas."

The visit came as it was revealed that KSHS's ranking rose in the State's academic achievements "table", and the number of students completing Year 12 had more than doubled in the past five years.

School principal, Mario Tulfilli said the students were able to access exam revision seminars through a Woodside partnership.

"Through continued support from the Woodside North West Shelf Project Karratha Education Initiative, our students accessed exam revision seminars and workshops, both in Karratha and Perth," he said.



Lab lessons: Above, laboratory shift lead Arron Piekarski, centre, shows high school science teachers Timothy Okonkwo and Jennifer Bagust the ropes in our Karratha Laboratory. Below, Teach for Australia (TFA) alumnus Lilli Morgan and TFA first year associate Emeline McGrath outside Karratha Senior High School.

## Unleashing potential

**Some** 40% of Woodside's total social investment expenditure in 2019 was directed at education and early childhood programs and one important initiative launched recently is with Teach for Australia.

Under the multi-year \$750,000 partnership, university graduates will teach their area of study in the Pilbara and West Kimberley while completing a master's degree in teaching from the Australian Catholic University.

Teach for Australia exists to break the cycle of educational disadvantage through recruiting and training future leaders committed to achieving educational equity for every student in Australia.

It aims to provide all children, regardless of their background or location, with an excellent education and greater choice for their future.

The partnership will empower communities with outstanding teachers, leaders and mentors through the Leadership Development Program.

Karratha and Hedland Senior High Schools received their first teachers (or associates) last year and will gain three additional teachers this year.

WA State manager Teach for Australia Trudi Horler says: "We are thrilled with the support and opportunities that our partnership with Woodside is providing for Teach for Australia associates and alumni to contribute to the education of young people.

"Although our partnership with Woodside is at an early stage, we are already hearing positive feedback from our partner schools and the students of our teachers."

Corporate Affairs adviser communities Violeta Taneska says: "A key objective of our social investment strategy is to create capacity and capability in communities.

"The company's support for Teach for Australia deepens our commitment to the potential of young people."





Storm troops: Woodside volunteers were out in force in Karratha in Q1, helping clean up the city in the aftermath of Tropical Cyclone Damien.

# Eye of the storm

**When** Tropical Cyclone (TC) Damien formed off the North West coast of Australia in early February, a namesake in Karratha was spurred into action.

And not for the first time.

Operations maintenance coordinator Damien Muller has a long history of helping the State Emergency Service (SES).

He signed up with the SES during Cyclone Olivia in April 1996 and helped three years later at Onslow and Exmouth during TC Vance.

In fact, his volunteering efforts were acknowledged this year with the City of Karratha Citizen of the Year award (see p 30).

In the days immediately prior to TC Damien's arrival, Damien worked within Woodside and as a member of the Karratha Incident Coordination Centre (KICC) as an operations coordinator to prepare Karratha Gas Plant (KGP).

He then went on call for the SES.

"Most of the work involved providing safe access, taking away unsafe trees from houses and making temporary repairs including tarping roofs and covering broken windows," he explains.

TC Damien made its landfall near Karratha on 8 February with gale-force winds.

In Perth, the Corporate Incident Coordination Centre (CICC) assumed incident control just prior to KICC staff going to "shelter".

Power was lost, trees uprooted and more than 230mm of rain fell on Karratha over 8-9 February, with flooding in parts of the Pilbara.

"I've seen extensive cyclones across a number of communities and for Karratha and Dampier this is certainly the worst I've seen," Damien reports.

"Much of the greenery in town has gone.

"Those trees which haven't been destroyed and uprooted or cut down have been stripped of the majority of their leaves or had branches ripped out of them."

Of course, Damien wasn't the only one helping out - within the SES and externally.

"We had 29 Karratha and 24 Perth Metro volunteers out helping before, during and after TC Damien," says Karratha SES Unit Local Manager Trevor Patton.

"It was great to see the community-based self-help which greatly assisted with the clean-up, too."

A couple of days after TC Damien had passed through, more than 90 Woodside volunteers took to the streets of Karratha to help the clean-up and

also prepare for the potential impact of Tropical Cyclone Esther (which eventually crossed into the Kimberly and Northern Territory, bringing heavy rain).

"Maintenance superintendent Ben Biddiscombe led a fantastic response from resources provided by assets, projects and contractors," KGP asset manager Breyden Lonnie notes.

"We had both Karratha-based workers plus a large FIFO component out in the town removing both green waste and metal debris as part of the community effort."

Those efforts did not go unnoticed.

"Thank you Woodside North West for providing such a fantastic contribution," the City of Karratha posted on its Facebook page.

Damien says though the damage from TC Damien was severe, on the plus side it brought out and strengthened the community spirit.

And he adds: "None of us SES volunteers could do this if we weren't supported by our families and our employers.

"What I've done over the years, either training or responding, has taken me away from family and work, and I wouldn't be able to do it without their support."

# Helping hands

The dreadful summer bushfires recently experienced in Australia's Eastern States caused massive devastation and enormous hardship for individuals and communities across big swathes of the country.

In response, people opened up their hearts and wallets to offer assistance – not just within Australia but around the world.

Woodside was an enthusiastic supporter.

The company supplemented employee donations of \$180,000, and in total some \$760,000 was delivered to the Australian Red Cross and Australian Volunteers Support Trust.

"The money will go to help communities and individuals who desperately need assistance to get back on their feet," says Gemma Rapson, manager social investment Corporate Affairs.

Gemma says the company's monetary support falls into three main categories: strategic partnerships where we aim to build capability and strengthen the communities in which we operate; the Woodside Development Fund focused on early childhood development; and philanthropy.

In total, 2019 saw Woodside contribute \$17 million in voluntary social investment.

This included dollar-for-dollar contributions to employee-organised events such as the Biggest Morning Tea and Movember.

Biggest Morning Tea events were held at 15 Woodside offices and assets in 2019, and raised more than \$30,000 for the Cancer Council of Western Australia.

Movember, one of the most popular regular fund raisers on the Woodside calendar, focuses on men's health in the month of November. It usually results in moustaches grown and then shaved at the end of that month, with sponsorships by friends and colleagues of the moustache-grower.

Geophysicist Rachael Woodlee went bald during the recent World's Greatest Shave for the Leukaemia Foundation, and raised more than \$5600 in the process.

Rachael lost a family member to leukaemia at 27, leaving three young children.

"She was the same age I am now," she says.

"My dad did the World's Greatest Shave about four years ago and I thought it was time for my turn."

Another good example of Woodside philanthropy is the donation made by the company during the Christmas period.

Woodside continued its support with its annual Christmas appeal which saw almost \$25,000 raised.

These donations went to support Starick, The Salvation Army Australia and Lifeline WA.

December celebrated our Woodside award winners who, as usual, nominated a charity to which they would donate their prize money.

This resulted in a significant donation of \$29,000 towards the Cancer Council WA – the charity nominated by several of the award-winning teams.

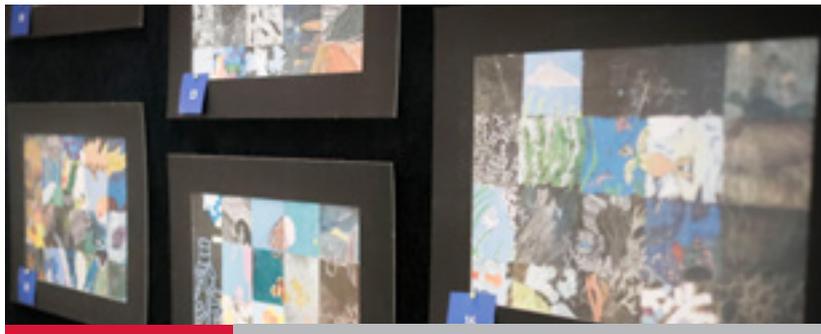
The Cancer Council welcomed the donation and said it would be put to good purpose.

"We focus on funding research that can be translated into practice and results in real improvements in the prevention, diagnosis, treatment and quality of life for West Australians affected by cancer," explained a spokesperson for the Cancer Council Western Australia.

"As WA's leading cancer charity, every day we're working to support families, prevent cancer, and save lives. We help people from the point of diagnosis through to their treatment and beyond."



Gift of giving: Top, Ashley Reid, chief executive officer of Cancer Council WA, receives a donation, courtesy of the Woodside Award winners, from executive senior adviser Robert Edwardes. Below, the Karratha Gas Plant 'Movembers' proudly display their achievements.



Winning smiles: Chief metocean engineer Jan Flynn congratulates Aurelia, winner of the art competition sponsored by OceanWorks and Girls in Engineering.

# Ocean art

**Marine** biodiversity was the focus of 40 primary school girls participating in the Life Below Water art project – a joint initiative between UWA Girls in Engineering and OceanWorks.

The project required girls from Presbyterian Ladies' College (PLC) to create individual artwork representing ocean life.

OceanWorks is sponsored by Woodside and our chief metocean engineer Jan Flynn helped with the judging.

“The enthusiasm, quality of the artwork produced and the desire to protect the oceans for future generations from the girls were truly awe-inspiring,” Jan said.

“The girls had not only explored their artistic talents but had also researched threats to our coral reefs from bleaching events due to increasing ocean heat, content induced by climate change, invasive species and plastic pollution.”

Tina Zhang, communications officer at UWA OceanWorks, says the artwork will play a part in promoting sustainable ocean practices at PLC, UWA and in broader communities.

“This project has been an opportunity

for UWA to engage girls in STEM careers from an early age,” Tina says.

The girls visited OceanWorks at UWA and met with researchers to help them with their project.

“They listened to guest speakers and participated in a hands-on activity, learning about robotics to help inspire thoughts of biodiversity in the oceans,” she said.

The project concluded with an art exhibition at the Life Below Water prize ceremony, held at the Indian Ocean Marine Research Centre (IOMRC).

The winner, Aurelia, was announced at the event and her winning design is now featured in the foyer of the IOMRC at UWA as well as on a keep-cup.

Other shortlisted designs are now being featured on reusable cups and gift cards.

“We are inspiring the next generation of female leaders and problem solvers all while educating and building confidence,” says Tina.

OceanWorks aims to engage children in STEM – science, technology, engineering and mathematics.

# Sail away

**Past** and present Woodside Leeuwin cadets enjoyed a recent sea voyage on the Sail Training Ship (STS) Leeuwin II, from Bunbury to Fremantle.

“For me, this fantastic photo puts the value of the cadetship program under a shining light of brilliance,” says Carol Shannon, the chief executive officer of the Leeuwin Foundation.

Port operations manager Zubin Bhada says: “The fun and smiles on these youngsters is a reward for all the effort and passion we put into introducing young people to the marine industry.

“I’m so proud to be linked to this program.”

The Woodside-Leeuwin Maritime Cadets program is now in its sixth year with a total of 15 cadets having completed the 12-month program.

The year-long cadetships combine fully funded study, on-the-job training and opportunities for work experience.





Picture of success: Cheyenne Phillips, pictured above with son Izayis, was the feature artist at this year's Ngurra Nyingu exhibition. Behind them is Cheyenne's work, "Seasons" – the feature piece at this year's exhibition.

# Artist for all seasons

The feature artist at this year's Ngurra Nyingu art exhibition is just 20 years old – and she only took up painting as a teenager.

"Seasons", by Cheyenne Phillips, was the feature piece at the 2020 exhibition held at the State Theatre in Perth in January.

Ngurra Nyingu ("We are from this country") has evolved over the past 12 years and showcases the importance of art and culture among the Aboriginal groups in Roebourne and surrounding communities across the west Pilbara.

Ngurra Nyingu is sponsored by Pluto LNG – operated by Woodside in a joint venture with Tokyo Gas and Kansai Electric.

Cheyenne, a Ngarluma and Yindjibarndi woman, born in Wickham in the Pilbara, was inspired to create "Seasons" after there was rainfall in the region.

"We were driving from Wickham to Karratha when I noticed how alive the countryside looked," Cheyenne says.

"I wanted to show the different colours of

the countryside through the seasons and to showcase the dramatic change and effect the seasons have on our country.

"Winter, summer, autumn and spring all bring their unique colours to the country and it is mesmerising to watch the country change before your eyes."

Cheyenne has lived all over Western Australia, from Perth to small mining towns, but is now back home in the heart of the Pilbara and she finds inspiration in its landscape.

The journey to becoming an artist began while on a holiday in Broome with her family.

"My mum and aunty were painting outside while the kids were running around playing and being a typical teenager, I was playing on my phone," Cheyenne says.

"My aunty told me to grab a canvas and paint brush and come sit down and join them instead of being glued to the phone all the time."

Cheyenne says she wasn't sure if she

should join them because she didn't consider herself to be an artistic person. Luckily for all she did pick up the paint brush and canvas and started to paint.

"The easy part was painting the background and my mum and aunty were giving me pointers and ideas on how and what kind of style I could do and what colours I could use, and I ended up really enjoying myself," she adds.

Cheyenne made three paintings while in Broome and ended up selling one through her aunty's family art group.

"I was really happy, surprised and proud of myself and ever since then I have been painting and trying many different styles and techniques to figure out which one is my style," Cheyenne says.

As for her aspirations, she says they are simple.

"I want to show people that despite age, race, gender and how experienced one may be, you can truly achieve big things in any area or aspect of your life," she declares.

This is where Woodsiders discover a little bit more about their colleagues – and what they’ve been getting up to outside work hours. Think of it as Trunkline’s version of the water cooler.

Because whether it’s satisfying a passion for a sport, an unusual hobby or doing good deeds in the community, Woodside’s employees and contractors tend to live life to the full. As a result, they often have interesting stories or experiences to recount.

If that sounds like you or a colleague and you think it should be shared with the Woodside community, give us a call or drop us a line.

## Young Samaritan

Ruby Habib is proof you don’t need to be an adult to be a good Samaritan, or let a little disadvantage stop you.

The 12-year-old daughter of senior project engineer Daniel Habib began life without her left hand.

It didn’t stop her becoming a committed philanthropist while still in primary school.

A family trip to Italy coincided with a large influx of refugees from Africa.

Ruby witnessed a family laying out cardboard on the footpath as their beds for the night, and she declared: “When we get back to Perth, I’m going to raise money for homeless people.”

She collected a substantial amount of female sanitary products through donations, which she gave to Anglicare

for a homeless women’s shelter.

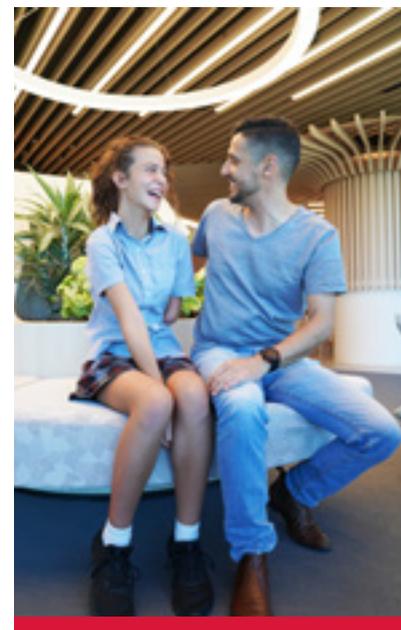
And she eschewed presents at her last birthday party, instead asking friends to donate money to help wildlife injured in bushfires and raised more than \$300 for the World Wildlife Fund.

Daniel says Ruby’s sister Millie, 9, is showing similar traits and believes his children’s philanthropy has been inspired, in part, by the values taught at home.

“They’re analogues of those we live by at work: integrity, respect, excellence, working together, discipline,” he says.

Ruby says she wants helping people to be part of her life, and she offers some wise advice.

“I think everyone needs to be more aware of what we have got, not what we haven’t got,” she says firmly.



## Donor answers call

Operations manager North West Shelf Gas Scott McKeon has a message for other Woodsiders: if you donate blood or plasma, you should think about donating bone marrow, too.

“It could save the life of someone



inflicted with a blood disease such as leukaemia,” Scott says.

“And it’s not as invasive or difficult as some people might think. The donation procedure has changed for the better in recent years, and these days it’s more a discomfort than painful.”

Scott knows from experience.

He registered on a bone marrow donor register several years ago and last year was told that his blood stem cell profile (DNA) matched that of a man in the US who urgently needed a stem cell donation. Would he help?

He did.

“It does require giving yourself a small injection twice a day for four days, and

you feel a little unwell with achy bones.

“But it’s not the degree of pain previously associated with extracting bone marrow from your hip bones. If that’s all you have to go through to save someone’s life, it’s a minor inconvenience.”

Scott doesn’t yet know how the recipient is faring.

Susan Jackson, Red Cross’ bone marrow donor coordinator, says people between 18 and 45 and in good health interested in joining the bone marrow registry should visit [www.abmdr.org.au](http://www.abmdr.org.au).

“We are desperate to recruit donors from diverse and mixed ethnic backgrounds and young males, as both groups are not well represented on the registry,” she says.

## Book **success**

Geologist Jayne Baird, currently vice president carbon, also enjoys being a successful author.

And now, one of her novels has been made into an animated family feature film, to be released later this year.

Her latest novel is a children's book with a strong Woodside link: it was commissioned by Woodside partner Save the Children, and Jayne is directing all proceeds to the charity.

Moreover, Save The Children pitched the book to Woodside and the company agreed to sponsor the printing of 2000 copies, which will be distributed to schools in Western Australia.

The book, "Z For Zanto", is about a zombie boy who dreams of playing soccer. It's also available digitally.

"It's all about every child's got a right to dream and to have a future," says Jayne, who explains the book was heavily influenced by her interest in helping children in poverty and the plight of refugee families.

"I'm really pleased with it and I'm so proud Woodside decided to sponsor 2000 copies."

In all, Jayne has written six books, two of which have been published.

Writing under her pen name Jayne Lyons, her first public success came after she migrated to Australia and sold her pre-teen novel "100% Wolf" to Random House in 2007.

Two more novels have followed in the 100% series, with 100% Wolf being made into an animated film.

"I ended up being a geologist by accident," she says with a laugh.

"I'm really proud of what I've achieved at work, but I'm creative and writing is something important for me.

"I think it's where my heart is."



## Solo Rotto

A solo crossing in the annual Rottnest Channel Swim is a milestone that many a keen ocean swimmer aspires to and in February five more Woodsiders were able to tick it off their bucket list.

Manue Hooper-Bue and Simon Douse were two "first timers".

"Ever since I moved to Australia, I had this goal in mind," says Manue.

"In my opinion, you cannot call yourself a true West Australian until you have swum solo to Rottnest."

Graduate John Lyall was another.

He says: "Seeing a few friends who had done it made me think: if they can do it, why can't I?"

For Rachelle Doyle, the 12 km mark

was a major low point.

"That was when seasickness and the cold really kicked in," remarks Rachelle. "And in the last 2 km, it felt like the island wasn't getting any closer . . . but I wasn't giving up or getting out."

Tom Ridsdill-Smith pinpointed the half-way mark as his weak point.

"I'd never have gotten out unless someone made me but I was hoping the decision would be made for me with a shark sighting or something," he confesses.

Matt Strika completed a solo swim in 2001 and wanted to see if he could do it again after a 19-year break.

At about 12 km, he too, felt like chucking it away.

"Luckily, I had a supportive crew to help get me through," he reports.

As for the feeling when they crossed the finish line, the overwhelming emotion expressed by our brave solo swimmers was (not surprisingly) one of relief.



## Our new Aussies

Several Woodsiders became Australian citizens in Q1, including Paris-born Laurent Rivalin who became an Aussie on Australia Day.

Laurent, a senior contracting and procurement adviser, has been living



in Australia since 2012.

“It feels like making a full commitment and not being transient,” he says.

“I’ve made WA my home and it’s where I want to spend the rest of my life.”



Laurent met his now partner, Sarah, while travelling and she persuaded him that Western Australia was a good place to live.

He first joined our company as a service provider and became a Woodsider in 2019.

Shashank Shetty and Supratik Debbama both studied at the University of Technology Sydney but it wasn’t until they joined Woodside’s Graduate Program that they became firm friends.

They became Australian citizens at the same ceremony in Perth in February.

Both Indian-born, they gave their reasons for becoming naturalised.

“My parents persuaded me that taking a citizenship didn’t make me a different person but if I was planning to settle in Australia, citizenship would give me a good reference point,” says Supratik, a graduate project services analyst.

Shashank, graduate adviser quality, says: “India nurtured me but Australia made me the person I am today.

“I have two homes now – that’s the best part.”

## Community kudos

Two Woodsiders proved themselves worthy citizens in Q1, recognised by their respective communities.

Tim Barr, senior inventory materials controller, was named Mosman Park’s Australia Day Citizen of the Year.

The former naval officer looks after the Sea Scouts’ boats; has been involved in establishing the local Men’s Shed, helps out with the school band as a “band dad” (son Joe plays the euphonium) and previously has coached children’s sport.

Tim, pictured top says he gets his rewards from the enjoyment others get from what volunteers do.

In Karratha, Damien Muller was named the city’s 2020 Citizen of the Year in recognition of his long-term commitment to the community and volunteer work at the City of Karratha’s Australia Day awards, supported by Woodside and its

North West Shelf Joint Venture partners.

Two other Woodsiders – Adam Bell and Bjossi Karason – were also nominated in the same category.

Damien has been a member of the SES for almost a quarter of a century, responding to and training for emergencies across the State and also instructing in vertical rescue.

He’s also a long-time president of the Burrup Mountain Bike Club and participates in other volunteering with schools, scouts and wildlife rescue.

For Damien, the award follows in the family tradition. His wife, Joanne Waterstrom Muller, won the same award three years ago.

“The award is humbling,” he says. “I’m almost embarrassed because I feel there are others in the community who are as deserving if not more deserving than me.”



The Woodside-sponsored Perth Fringe Festival continues to thrive with this year's ticketed attendance totalling well over 400,000. Performances were spread far and wide, with more than 700 shows at more than 150 venues including old favourites like the Woodside Pleasure Garden in Perth and

new venues across the suburbs. Cloud architect John Marshall again volunteered his photographic skills to the festival, and took this shot of "Fuego Carnal", one of this year's centrepiece shows with its international cast of aerialists, fire breathers and sword swallows.





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